



## **Montgomery County SPCA (MCSPCA) Volunteer Waiver**

### **1. Terms and Conditions**

- My services to the MCSPCA are provided strictly in a volunteer capacity and without any express or implied promise of salary, compensation, reimbursement, or other payment of any kind whatsoever.
- My services are furnished without any employment-type benefits, including but not limited to employment insurance programs, workers' compensation accrual in any form, vacations, or sick time.
- I will familiarize myself with and comply with the MCSPCA's policies and procedures expected of volunteers. In particular, I fully understand that the MCSPCA expects high standards of moral and ethical treatment of the animals under its care. I will adhere strictly to these standards in my capacity as a volunteer.
- I agree not to use the MCSPCA's telephones, email, internet connections, computers, documents, or other items or means of communication for any inappropriate purpose such as (a) profanity or vulgarity, including acronyms; (b) sexual or provocative content; (c) illegal activities, including drugs; (d) trademark, copyright, or patent violations; (e) hate such as racial, gender, sexual orientation, nationality, or religious slurs; (f) disruptive or offensive content, including controversial political or religious topics; (g) slander and libel.
- I understand that the MCSPCA, without notice or hearing, may terminate my service as a volunteer at any time, with or without reason.
- I represent that I am at least 18 years old and am competent to execute this agreement.

### **2. Release from Liability**

- I understand the risk of harm presented by handling animals and other volunteer activities on behalf of the MCSPCA. I understand that volunteer activities may place me in situations that could injure me or my personal property due to the unpredictable nature of animal behavior and the interaction of animals that come into the MCSPCA's care, custody, and control. I assume the risk of such activities.

- On behalf of myself and my heirs, personal representatives, and assigns, I hereby release, discharge, indemnify, and hold harmless the MCSPCA and its directors, officers, employees, and agents from any claims, causes of action, and demands of any nature, whether known or unknown, arising out of or in connection with my volunteer activities on behalf of the MCSPCA.

### **3. Media and Photography Release**

- I consent and agree that the MCSPCA's representatives and its employees have the right to take photographs, videotapes, or digital recordings of me and my property while fulfilling my duties as a volunteer.
- I authorize the MCSPCA, its assignees, and transferees to copyright, use, and publish the same in print and/or electronically. I agree that the MCSPCA may use photographs of me with or without my name and for any lawful purposes, including but not limited to publicity, illustration, advertising, and web content.

### **4. Social Media Policy**

The MCSPCA permits volunteers to take and/or publish photographs and videos of MCSPCA events, shelter areas, and animal residents available for adoption by the public for posting on Social Media. Permission from the Volunteer Coordinator must be obtained for pictures and/or videos of places and animal residents not available for adoption by the public.

#### ***Basic Guidelines***

- Volunteers participating in any Social Media forum must make it clear that the views they express are theirs alone and do not necessarily reflect the views of the MCSPCA.
- Volunteers may promote MCSPCA activities, provided they comply with applicable policies. The promotion may include the MCSPCA's current logo, which is replicated only from the MCSPCA's official website or postings.
- Volunteers may forward or share information made public through the MCSPCA's official website or Main Facebook page, for example, regarding MCSPCA animals available for adoption or MCSPCA events.

#### ***When posting on Social Media, I agree to:***

- Speak respectfully about the MCSPCA and former, current, and potential volunteers, employees, clients, partners, and competitors.
- Honor the privacy of current employees and volunteers by seeking their permission before writing about or posting photographs and/or video recordings that may be considered a breach of privacy or confidentiality.
- Respect copyright, privacy, fair use, financial disclosure, and other applicable laws

***When posting on Social Media, I agree to not:***

- Disclose any confidential information about the MCSPCA or any partner of the MCSPCA.
- Violate applicable policies of the MCSPCA, including those outlined in the Volunteer Handbook.
- Defame, harass, name call, or engage in any behavior that reflects negatively on the MCSPCA.
- Speak on behalf of the MCSPCA or represent yourself as a spokesperson for the organization unless permitted by the Volunteer Manager or Executive Director.

Violations of MCSPCA Social Media Policies or posting commentary, content, or images that are defamatory, pornographic, proprietary, harassing, libelous, or create a hostile work environment may result in disciplinary action, including termination.

**Confirmation**

I have read and understood this Volunteer Waiver document. By signing below, I agree to the Terms and Conditions, Releases, and Policies outlined herein.

Name (Please Print): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_